CLAIMS

1. Method for job mediation, comprising the steps of
storing employee characteristics of a plurality of employees, the employee characteristics comprising a plurality of matching criteria and associated matching criteria values;
receiving a request (13) for a number of jobs having the same job characteristics from a customer, the job characteristics comprising values for at least a subset of the plurality of matching criteria;
matching the employee characteristics with the job characteristics using the matching criteria;
outputting a first subset (14) of the plurality of employees matching the job characteristics;
and
generating an adjustment advice (16), comprising an identification of at least one of the plurality of matching criteria and an associated value to which the at least one of the plurality of matching criteria should be adjusted.

2. Method according to claim 1, in which the method comprises the further step of calculating a projected subset of employees when the at least one matching criteria is adjusted to the associated value, and
the adjustment advice (16) further comprises the projected subset of employees.

3. Method according to claim 1 or 2, in which the step of generating an adjustment advice (16) is executed when the number of employees in the first subset of employees is lower than the requested number of jobs.

4. Method according claim 1, 2 or 3, in which the step of matching comprises the steps of
determining a score for each of the plurality of employees, based on a weighted score for each of the plurality of matching criteria,
the first subset of the plurality of employees comprising employees, for which the score is above a first predetermined threshold; and

the adjustment advice (16) is being generated by selecting a second subset of employees, for which the score is between the first predetermined threshold and a second predetermined threshold, the second threshold being lower than the first threshold; and

deriving from the second subset at least one matching criterion, for which the employee characteristic and job characteristic do not match, and an associated value that will result in a higher number of the plurality of employees for which the score is above the first threshold.

5. Method according to one of the proceeding claims, in which the at least one criterion is selected from a list of meaningful criteria.

6. Method according to one of the proceeding claims, in which the at least one matching criterion is a further matching criterion associated with one of the plurality of matching criteria according to a set of knowledge rules.

7. Method according to one of the proceeding claims, in which the at least one criterion is adjustable by one of the plurality of employees.

8. Method according to one of the claims 1 through 6, in which the at least one criterion is adjustable by the customer.

9. Method according to claim 7 or 8, in which the at least one matching criteria is employee availability.

10. Method according to one of the proceeding claims, in which the employee characteristics comprise soft skills, and soft skill criteria values being deduced from an interview with the employee.

11. Method according to one of the proceeding claims, in which the request (13) for a number of employees allows part-time employees, and
the employee characteristics of part-time employees comprises the part-time employee available hours.

12. Method according to claim 11, in which the method comprises the further step of matching part-time employees of which the available hours match with the requested hours for at least a first value, e.g. 40%;
sorting the part-time employees according to matching availability; and
selecting a number of part-time employees according to the sorted list, until the requested hours are filled.

13. System for job mediation, comprising central processing means (2), memory means (3) connected to the central processing means (2), and at least one input/output means (4; 7) connectable to the central processing means (2), in which the central processing means (2) are arranged to perform the method steps of one of the claims 1 through 12.